

2019 MEMORANDUM OF AGREEMENT

BETWEEN

**YAKIMA COUNTY
BOARD OF COUNTY COMMISSIONERS**

AND

INDEPENDENT LOCAL NO. 1

**Representing
PUBLIC SERVICES DEPARTMENT
MAINTENANCE AND OPERATIONS EMPLOYEES**

For CBA effective January 1, 2018 – December 31, 2019

Yakima County, hereinafter referred to as the Employer, and Independent Local No. 1 covering Public Services Department Maintenance and Operations Employees, hereinafter referred to as the Union, agree to adopt this Memorandum of Agreement (MOA) and agree that the provisions of this MOA will be included as part of the 2018 - 2019 Collective Bargaining Agreement (CBA).

This MOA memorializes the agreements between the Employer and the Union regarding the issues described below, and the parties acknowledge that these issues have been agreed upon based on negotiated language in accordance with RCW 41.56.

The Employer and the Union agree that the provisions as set forth in this MOA supersede any conflicting provisions in the Collective Bargaining Agreement (CBA) covering the period of January 1, 2018 to December 31, 2019.

This agreement comes as a result of the comprehensive 2018 Yakima County Salary Survey. This agreement stipulates an increase of the County contributions for medical insurance.

This language replaces the entire article for the remaining term of the CBA January – December 2019.

The following language will replace Article IX – Medical Benefits effective April 1, 2019.

ARTICLE IX - MEDICAL BENEFITS

9.1 Effective April 1, 2019, the Employer contribution for employee and dependent medical, vision, dental, and life insurance coverage shall be up to a maximum of \$900.00 per month. This increase is reflective of April 2019 earnings, issued on May 10th paycheck for May 2019 insurance coverage.

9.1.1 For employees who are enrolled in the PEBB CDHP (High Deductible) Plans, the Employer Contribution to the Health Savings Account (HSA) for the Employee Only Tier shall be the difference between the premium for Employee Only coverage and the Employer

maximum contribution. The Premium for the PEBB CDHP (High Deductible) Plans include a PEBB contribution to HSA.

9.1.2 For employees who are enrolled in any PEBB Plan other than the PEBB CDHP (High Deductible) Plans with Employee Only coverage, the Employer shall contribute the difference between the premium for the Employee Only Tier and the Employer maximum contribution to an HRA VEBA account for the employee.

9.1.3 For employees enrolled in all other PEBB plans or tiers, the employee will pay the difference between the premium and the employer's maximum contribution

9.1.4 Employees can waive medical coverage; however, contributions must still be made for the mandatory PEBB Dental, Basic Life Insurance and Basic Long-Term Disability (LTD). The employer shall contribute only the premium amount for the mandatory PEBB Dental, Basic Life Insurance and Basic LTD for employees that waive medical coverage through the PEBB.

9.2 The medical benefits package is subject to the provisions and actions of the Yakima County Employee Benefit Committee. The Public Services Department shall be allowed one (1) representative to serve as representative on the Employee Benefit Committee. The representative shall be nominated and elected by the Public Services employees and shall serve a three (3) year term. Upon completion of the elected term the nomination and election process shall take place. The composition of the committee will be part of the continued negotiations mentioned above.

9.3 Regular part-time employees who work at least fifty percent (50%) of the normal forty (40) hour work week will receive a pro-rated employer medical contribution. The percentage of hours worked and pro-rated contribution shall be established by budget.

9.4 Effective for 2018 and 2019, a task force of some of the insurance benefits committee members, HR staff, bargaining unit representatives and management will remain in place but will serve as a communication tool during 2018 and 2019 regarding PEBB insurance. This task force communication is neither to be interpreted nor to be construed to obligate the Employer to negotiate about carriers, medical benefits, and coverages. There already is an insurance benefits committee made up of employees representing departments who are also in some cases members of certain bargaining units, and this committee has historically been coordinated through and with the expertise of the HR department. The insurance benefits committee is recommendatory only, and only the Board of County Commissioners has the final determination for carriers, plans, programs, and coverages.

9.4.1 Beginning in 2018, the HR Department will conduct an in-depth research and analysis on the County's Benefits Plan structure. The goal is to present information that should assist in the determination if becoming a fully insured entity is in the best interest of the County and its employees.

9.4.2 The HR Department will determine the frequency of meetings with the respective committee and task force members. Notice of meetings will be provided in advance of meetings.

IN WITNESS WHEREOF, the parties have agreed to this Agreement on this _____ day of _____, 2019.

FOR THE UNION:

Andrew Vickers, President
Independent Local No. 1

Kevin Newman, Vice President
Independent Local No. 1

Adopted Copy Available at
Yakima County Human Resources
128 N. 2nd Street, Room B27
Yakima, WA 98901

FOR THE EMPLOYER:

Michael D. Leita, Chairman
Yakima County Board of County Commissioner

Norm Childress, Commissioner
Yakima County Board of County Commissioner

Ron Anderson, Commissioner
Yakima County Board of County Commissioner

Lisa Freund, Director of Public Services

Jacqui Lindsay, Human Resources Director